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ABSTRACT

In January of 1978 the Oglala Sioux Community College conducted a survey to determine what jobs exist on the Pine Ridge Reservation, what vacancies occur regularly, and what job opportunities will occur. The impact the school might have on the local job market was also examined. Interviews with each reservation employer showed there to be 571 jobs in businesses, 617 in education, 142 in health professions, 122 in law and order, and 104 in social services. Also, there were 1,432 jobs in agriculture, 235 in construction, 313 in semi-skilled categories and 127 in manufacturing. High rates of turnover existed in certain professions, including 61 percent in clerical work and 35 percent in professional, managerial, and technical jobs. Part of this was attributed to inadequate job skills. Out of 748 jobs available through the reservation job service, 114 were unfilled because they demanded at least a four year college degree or a specific skill performed at a high degree of precision. The technical and professional areas offer promise for future jobs if Indians can secure further training and education. The Community College is working toward improving the 54 percent unemployment rate by developing four year degrees in education, social services, and business. If the nursing program is expanded, training can be provided for 76 percent of the difficult to fill jobs. Technical and job related courses will also provide advanced vocational training for local people. (DS)

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Survey of Jobs

and

Job Opportunities

Pine Ridge Reservation

January 1978

Jeanne Smith

Academic Department

May 17, 1978

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A SURVEY OF JOBS AND JOB OPPORTUNITIES ON THE PINE RIDGE RESERVATION JANUARY 1978

According to its current statement of philosophy, the Oglala Sioux Community College has three main purposes:

I. to provide the Oglala Sioux people, as a soveriegn society, with human resources and personnel adequately prepared and trained for the Tribe and its communities' developmental needs and in so doing, to provide students with competencies and exposures to values enabling them to achieve a decent livelihood and fulfill themselves individually as members of their communities and the Oglala Sioux Tribe.

II. to provide a Lakota perspective, both as integrated with professional and occupational curricula, as a discipline in itself, and through continuing education. Insofar as its resources allow, the College devotes the research and study to the Lakota language and culture in order to encourage its development among the Oglala Sioux and a wider understanding of it among others.

III. to provide programs that will raise the standards of academic excellence for staff and students while maintaining open enrollments and emphasizing accessibility to potential reservation students.

It is to purpose #1, that of assisting with Tribal development, that this paper is addressed.

In order to meet the demands of Tribal economic development, the Oglala Sioux Community College has established the following goals, among many:

A. to maintain an ongoing inventory of current and potential jobs and their corresponding training needs.

B. to design degrees and curriculum providing a basis for critical thought while meeting identified training needs.

C. to work where possible with employers to develop meaningful career ladders and training plans.

D. to integrate academic experience wherever possible with the students actual work experience.

With these goals in mind, the College decided to systematically determine what jobs exist currently on the reservation, and to then explore the impact the Oglala Sioux Community College might have on the local job market. The following report resulted from the need to find the answer to three basic questions:

1) What jobs currently exist on the reservation?

2) What job vacancies regularly occur and what job opportunities will exist in the future?

3) What is the current unemployment picture and how might the college assist in improving it?

WHAT JOBS CURRENTLY EXIST?

In January of 1978 this researcher attempted to contact each employer on the reservation, large and small, with the exception of those in the Martin community, a largely white community on the edge of the reservation. Tribal and government jobs located in Martin, however, were counted as part of government and tribal employee lists.

I obtained employment lists from every agency contacted and was pleased to find much interest in the survey and with the idea of more college support for career ladders and other job oriented programs.

The lists were broken down into various job categories and counted. In some cases where doubt existed as to what duties a certain job title included, an attempt was made to contact employers and get a specific job description. However, in a few cases this was just not possible and a (hopefully) educated guess was used.

One minor problem occurred in counting Manpower jobs. In the course of collecting data I began to realize I was counting some jobs twice because a few agencies gave me job rosters rather than payroll rosters. On the chart which follows the reader should note that there were 400 actual Manpower jobs in existence at the time of this survey. Only 367 jobs are listed as actual Manpower jobs and the remaining 33 jobs were included with the specific programs under which they served. Programs which had Manpower trainees included in their final total are indicated with an asterisk in the final column on the second page of the chart.

TABLE V
Existing Jobs on the Pine Ridge Reservation
January 1978

Existing Jobs: Pine Ridge Reservation 1/78	Business Total	Admin. & Management	Fiscal, Bookkeeping	Office Skills	Sales	Education Total	Counseling	Teacher	Teacher Aides	Other	Administration	Health Total	Drs., Dentists, Spec.	Nurses, Support People	Aids, Field Workers	Others	Law & Order Total	Court	Jail	Police, Related Protective Services	Social Services Total	Counselors	Field, Comm. Workers	Administration	Social Workers	Paraprofessionals	Psychologist
Tribe	141	56	34	51	0	41	5	13	21	2	0	36	0	0	36	0	16	15	1	0	30	6	18	0	0	6	0
Manpower	53	20	1	32	0	12	1	0	11	0	0	23	0	0	20	3	13	2	0	11	12	3	9	0	0	0	0
BIA	53	5	7	41	0	147	9	97	22	3	16	0	0	0	0	0	1	0	0	1	4	0	0	1	3	0	0
Police Cadet	16	1	4	11	0	0	0	0	0	0	0	0	0	0	0	0	91	0	19	72	0	0	0	0	0	0	0
South Dakota Social Services	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	0	0	8	16	7	0
College Center	26	13	5	8	0	42	8	24	0	7	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-BIA School K-12	40	13	5	22	0	374	16	156	166	13	23	1	0	0	1	0	0	0	0	0	1	0	0	0	1	0	0
Hospital	20	2	0	18	0	1	1	0	0	0	0	82	20	62	0	0	0	0	0	0	9	0	0	0	3	5	1
K-Y-Z [1]	9	6	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	15	6	0	0	0	9	0
Industry	6	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Construction	4	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0
Private Sector	197	0	0	0	197	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotals		120	58	196	197	0	40	290	220	25	42		20	62	57	3		17	20	85		17	27	9	23	27	1
Total	571					617						142					122				104						

K-Y-Z stands for the following institutions:
Project Recovery, Meals for the Elderly, Cohen Home
Jobs Services, ACOK

	Agricultural Total	Community Based	Farm Related	Farm Labor	Range Management	Rangers	Construction Total	Supervisory	Skilled	Laborer	Skilled-Semi Skilled Total	Kitchen	Janitor/ Maintenance	Transportation	Mechanics	General Labor	Factory Total	Moccasin	Plastics	Electronics	Arrow	Agency Total	
Tribe	10	0	2	0	2	6	60	13	2	45	36	12	4	17	3	0	0	0	0	0	0	370	Tribe
Manpower	142	95	22	0	20	5	3	0	2	1	76	11	30	27	1	7	33	0	0	0	33	367	Manpower
BIA	5	0	0	0	5	0	33	8	25	0	69	21	21	24	1	2	0	0	0	0	0	312	BIA
Police Cadet	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	107*	POLICE CADGET
South Dakota Social Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	37	South Dakota Social Service
College Center	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	69	College Center
Non-BIA Schools (K-12)	0	0	0	0	0	0	1	0	1	0	97	29	33	26	2	7	0	0	0	0	0	514*	Non-BIA Schools (K-12)
Hospital	0	0	0	0	0	0	0	0	0	0	21	8	13	0	0	0	0	0	0	0	0	133	Hospital
X-Y-Z	0	0	0	0	0	0	0	0	0	0	12	7	5	0	0	0	0	0	0	0	0	37*	X-Y-Z
Industry	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	94	70	3	21	0	101	Industry
Construction	0	0	0	0	0	0	138	14	53	71	0	0	0	0	0	0	0	0	0	0	0	144	Construction
Private Sector	1275	0	617	658	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1472	Private Sector
Subtotals		95	641	658	27	11		35	83	117		88	108	94	7	16		70	3	21	33		
Totals	1432						235				313						127					3663	

X-Y-Z Stands for the following institutions:
Jobs Services, Project Recovery, Meals for the Elderly, ACOK, Cohen Home

*Includes some Manpower Trainees

Another item which should be explained is the X-Y-Z group. A small group of independent and government agencies were, for convenience, lumped together in one group. Those employers are listed under footnote 1 at the bottom of page 1 of the chart. Complete information on the jobs for each agency may be found in a separate appendix available upon request.

A final note of caution must be raised for anyone using the following chart. The job situation at Pine Ridge is extremely fluid. Within a month after this data had been collected, jobs had been created and eliminated in several agencies surved. Since so many jobs depend upon federal grants and the shifting winds of federal policy, I have come to accept this change as an established fact in the job picture on the Pine Ridge reservation. Anyone using this data, therefore, must accept it as accurate for a 1½ month period only, and not as current information. I do think, however that the jobs listed here can be considered representative of the typical job situation on the reservation.

WHAT JOB VACANCIES REGULARLY OCCUR?

I found that my most reliable resource for learning what job vacancies regularly occur on the reservation was the local Job Service Office. Because many of the employers on the reservation list job openings with the Job Service and because they systematically keep data on those job openings, their data was by far the most complete of any I was able to find.

One of the first things we asked was, "What jobs are filled each year on the reservation?" The information received was in the form of two reports from the State Job Service which listed Pine Ridge as one of their service areas. By combining information from several charts, I was able to compile the following information.

CHART II
JOB OPENINGS FILLED THROUGH THE
DEPARTMENT OF LABOR ON PINE RIDGE
RESERVATION, OCT. 1, 1976 - JULY 1, 1977.

JOB TITLES	TOTAL HIRED	TOTAL RESERVATION JOBS IN CATEGORY: 1978
Professional, Managerial & Technical Counseling $2.47 per hour Registered Nurses $5.95 Medicine and Health $2.99 Education $3.50 Inspecting and Investigating Managerial and Public Service $3.69 Administrative Specialties $5.08 Social and Welfare Work $2.69	215	609
Clerical Secretaries $2.85 Stenography, Typing, Filing $2.86 Shipping and Receiving Clerks $2.35 Stock Checking and Related Work $2.61	118	194
Sales Work	4	197
Domestic Work	7	Not Available
Other Services Miscellaneous Cooking, except domestic $2.65 Miscellaneous Personal Services $3.00 Guards & Watchmen (except Crossing Guards) $2.35 Police and Related Work $4.17 Protection Services $2.80 Janitors $2.42	96	283
Farming, Forestry and Fisheries General Farming $2.35	43	658
Processing	6	Not Available
Machine Trades	19	
Bench Work	55	
	74	127
Structural	38	235
Motor Transportation Passenger Transportation $2.50	31	94
Other	2	Not Available
TOTAL JOBS FILLED	634	
TOTAL JOBS UNFILLED	114	

When one compares the number of people hired to the number of jobs which existed in 1978, several interesting features can be seen. One thing to notice is the number of jobs filled compared to the number of jobs in that category. When this is done, high rates of turnover seem to exist, in some jobs especially.

Professional, Managerial and Technical				- Turnover
Hired:	215	Existing:	609	35%
Clerical				
Hired:	118	Existing:	194	61%
Sales				
Hired:	4	Existing:	197	2%
Other Services				
Hired:	96	Existing:	283	34%
Farming, Forestry and Fisheries				
Hired:	43	Total:	696	7%
Machine Trades, Bench Work (A New Factory Opened In Wanblee 33 jobs)				
Hired:	74	Total:	127	58%
Structural				
Hired:	38	Total:	235	16%

In talking with Mr. Houser of the BIA Education Office, I learned that approximately 20-30 professional teaching jobs become vacant each year in Bureau schools. With a teaching staff of 97 teachers, the Bureau teaching jobs therefore have a turnover rate of from 21% - 31% each year. Discussions with Mr. Cy Yusten of Shannon County Schools revealed their turnover rate for teachers to be from 11%- 14%. Out of 71 teachers, from 8 - 10 will be leaving this year.

Another interesting thing about chart #2 is that there are few professional level salaries listed in the section entitled "Professional, Managerial and Technical Jobs", even though there are many higher paying professional jobs on the reservation. Since the Job Service is used primarily by local Indian people, this data probably reflects the jobs they have been able to find. Major employers of Medical, Educational, Business and Social Service

professionals evidently get many of their professional level employees from off-reservation services. It is fair to suppose, then, that many, if not the majority of these jobs go to non-Indians.

WHAT JOB VACANCIES ARE HARD TO FILL LOCALLY?

Since chart #2 indicates that out of 748 jobs available through Job Service 114 were unfilled, I next asked which specific jobs were unfilled last year. The Job Service was unable to itemize the 114 jobs, but was able to give us a list of jobs which are most often in demand at Pine Ridge. Annette Matt, director of the local Job Service Office, explained that the jobs either demanded at least a four year college degree or demanded a specific skill to be performed at a high degree of precision. She stressed that four year degrees held many local people back from jobs they ordinarily might qualify for because of previous job and life experiences.

Mrs. Matt also felt there was a crying need for well trained managerial and clerical workers. She suspects that the high turnover in these areas on the reservation was at least partially related to inadequate job skills and resulting frustration on the part of both employee and employer.

CHART III

OCCUPATIONS IN DEMAND AT PINE RIDGE

POSITION	NATIONAL SALARY RANGE
Accountant	7,771 - 17,757
Employment Interviewer	6,804 - 11,245
Guidance Counselor	6,645 - 13,159
General Duty Nurse (RN)	8,292 - 13,325
Practical Nurse (LPN)	5,758 - 10,756
Social Worker	6,168 - 11,578
Elementary Teacher	5,579 - 12,738
Secondary Teacher	6,790 - 14,588
Administrative Secretary	6,578 - 14,329
Building Inspector	6,715 - 13,623
Manager Trainee	5,427 - 10,851
Manager Service Est.	5,427 - 12,482
Medical Assistant	5,166 - 11,151
Store Manager	5,488 - 12,754
Accounting Clerk	5,511 - 9,149
Bookkeeper	5,295 - 9,809
Clerk-typist	5,248 - 8,218
Receptionist	5,016 - 7,925
Commodity Salesperson	4,947 - 11,603
General Salesperson	4,784 - 7,995
Secretary	5,589 - 9,823
Stenographer	5,733 - 9,434
Telephone Operator	5,068 - 7,915
Typist	5,345 - 8,766

Radio Dispatcher - $2.47 - $4.53 per hour
Police Officer - $2.45 - $4.95 per hour

The following have no annual salaries listed-
Medical Lab Technician
Superintendent of School - M.A. + 15 hours of Adminstration course work

Executive Director of School - Handles the business end of running the school.

Title I facilitator - B.A. + 2 years experience
Finish Carpenter
Technical Carpenter
Heavy Equipment Operators

WHAT OPPORTUNITIES WILL EXIST IN THE FUTURE?

To answer the question about future jobs, an attempt was made to survey every agency and business contacted to learn what their future employment plans were. On the whole, the survey was not helpful because so many employers were unable to project even one year into the future, much less any further, with any degree of certainty.

It is my feeling that one of our best indexes of future jobs for people might be found in the technical and professional jobs listed in chart #3 as difficult to fill on the reservation. If one compares job titles to existing data on jobs which currently exist on the reservation (chart #1) rough figures can be stated for jobs Indian people could aim for with further training and education.

Job Titles	Total Reservation Job Slots: 1978	Rough Turn-Over Rates
Accountant Accounting Clerk Bookkeeper	58	--
Employment Interviewer Guidance Counselor	17 Non-Education related 40 Education related	--
General Duty Nurse Practical Nurse Medical Assistant Medical Lab Technician	62	35%
Social Worker	23	35%
Elementary Teacher Secondary Teacher	220	11-30%
Administrative Secretary Clerk Typist Receptionist Secretary Stenographer Typist	196	61%

	Total Reservation	Rough
Manager Trainee Manager of Service Establishment Store Manager Commodity Salesperson General Salesperson	197	27%
Police Officer	85	34%
Superintendent of Schools Executive Director of Schools Title I Facilitator	42	--
Finish Carpenter Technical Carpenter Heavy Equipment Other Skilled Construction Skills	83	16%

WHAT IS THE CURRENT UNEMPLOYMENT PICTURE?

Job Service figures for Pine Ridge residents looking for work, October 1, 1976 to July 1, 1977 are listed below.

CHART IV

APPLICANT CHARACTERISTICS
OCTOBER 1, 1976-JULY 1977

INFORMATION FROM SOUTH DAKOTA
DEPARTMENT OF LABOR - JOB SERVICE
OF SOUTH DAKOTA

New Applicants: Characteristics

Total New Applicants:	976
Female:	417
Poor:	697
Minority:	792
Handicapped:	27
Veterans:	162
Age 45 and over:	118

Renewal Applicants; Characteristics

Total Renewals:	1,089
Female:	477
Poor:	369
Minority	1,030
Handicapped:	21
Veterans:	174
Age 45 and over:	113

Applicant Characteristics: New, Partial, Renewals and Some Service

New Applications:	976
New Partial Application:	9
Renewals:	1,089
Some Service:	1,292

Summary of Service To Individual Applicants

Applicants Available:	3,223
New Applicants:	976
Renewals:	1,089
Placements:	585
Counseling:	293
Training Enrollments:	281

Total Applicants Available: Characteristics

Pine Ridge Total:	3,223
Female:	1,590
Poor:	2,135
Minority:	2,907
Handicapped:	96
Veterans:	529
Vietnam Era Veterans:	289
Handicapped Veterans:	80
Under Age 22:	1,072
22-44 years:	1,629
45 and over:	476

If we look at adjusted census figures for the Indian population on the reservation, we see that approximately 5,346 people are in the job force age group of ages 18-60. Taking Job Service figures for Indian people actively searching for work (2,907)* there is an approximate unemployment rate of 54% on the Pine Ridge Reservation. This is approximately 9 times the national unemployment rate of 7%. Moreover, when one considers that the Job Service figures reflect people actively searching for work, and that there are people without jobs who have either given up the search or never begun, the actual unemployment rate is probably higher.

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* 976 New applicants + 1,089 renewal applicants = 2,907

HOW MIGHT THE COLLEGE ASSIST IN IMPROVING THE UNEMPLOYMENT RATE?

The question of the high unemployment rate on the reservation is and has been a dominant one for many, many years. It would be folly to suggest that the College Center can have an immediate and powerful impact upon the unemployment rate, but it would also be folly for the College Center to deny improving the job situation as an important role.

One of the College Center's most positive steps toward improving the unemployment rate on the reservation has been the decision to develop four year degrees in Education, Social Services and Business. Reviewing the information in chart #3 concerning job positions which are difficult to fill on the reservation, we can see how important these three areas are to the unemployment picture on the reservation.

FOUR YEAR DEGREES

Education Four Year Degree:

- Elementary Teacher
- Secondary Teacher
- Superintendent of Schools
- Director of School
- Title I Facilitator

Social Services Four Year Degree:

- Employment Interviewer
- Guidance Counselor
- Social Worker

Business Four Year Degree:

- Accountant
- Administrative Secretary
- Manager Trainee
- Manager, Service Establishment
- Store Manager
- Accounting Clerk
- Bookkeeper
- Clerk Typist
- Receptionist
- Salespeople
- Secretary
- Stenographer
- Typist

Out of the thirty-three job titles listed on chart #3, these three degrees can prepare or help to prepare people for twenty-one of them. This does not include the position of general duty nurse, for which our nursing program currently prepares people. If the nursing program expanded to include the practical nursing degree as well as training for medical and laboratory technicians, three more job titles would have on-reservation training programs. These four programs alone -- Nursing, Education, Social Services and Business could provide training for 76% of these hard to fill job titles.

In examining current jobs in these areas (chart #1) we see that these are important areas as far as total job slots on the reservation.

Business	571
Education	617
Health (Nurses, aides, support personnel)	126
Social Services	104
Total:	1,418
Reservation Total:	3,663
%:	39%

There are, of course many other areas which these degrees do not cover. Farming is one of the largest columns on chart #1, with the BIA's estimate of 612 people making their living as full time farmers and ranchers on the reservation. Of this total, only about 257 are estimated to be Indian run farms and ranches. Of these Indian operators, only 75 run 150 or more head of cattle, a figure generally accepted as the number for determining a full-time operation. Our efforts with the agricultural program should, therefore, be intensified and reviewed.

Law and order is often an area where community colleges find they can assist in the creation of job ladders and staff upgrade. Possibly two year degrees in law enforcement, probation and youth counseling, and alcoholism counseling should be created in conjunction with training programs already in existence for the tribal police.

Finally, I feel it is important for the Oglala Sioux Tribe to continually be alert for and responsive to the need for developing new jobs. Close cooperation with the Tribe, the Bureau and other major employers on the reservation to develop training programs which will provide trained Manpower for new programs and new job titles is essential if we are to provide a real community function.

One important office with which to create close ties is the Oglala Sioux Tribe's Planning office which attempts to work extensively on the creation of jobs for the reservation. According to the current director, John Hussman:

> The demands of future Tribal growth and current high rate of unemployment are a mandate to structure a comprehensive approach for applying employment assistance, vocational training and education resources to developing Lakota people to the extent of being qualified to take advantage of existing career opportunities that are currently available within the reservation environment. No amount of Tribal planning can insure participation of our Lakota people in future Tribal growth and development unless our Lakota people are prepared to participate. The time to prepare for the future is today.

It would seem that we can offer at least two types of assistance in the above mentioned comprehensive approach. First, we can provide many of the technical and job related courses which local people need for advanced vocational training. Secondly, we have the educational resources in our liberal arts and Lakota studies program to help Lakota people not only develop the vital, broad base needed to take advantage of existing and future job opportunities on the reservation, but to continually examine and explore their own ideas and those of others in a wide range of disciplines.

To stress only our technical and job related courses would defeat one of the central purposes of any college--to broaden and expand our student minds through inquiry and exposure to many ideas. To stress only our liberal arts and Lakota studies function, however, would be to neglect crying needs in the community which our technical branch can fulfill.

The only answer is for our liberal arts, Lakota studies and technical branches to entertwine and strengthen each other.